

Observations on Hearing of House Committee on Post Office and Civil Service, 22 April 1960, in re Pay Legislation.

(Present: Messrs. Murray, Morrison, Lesinski, Prokop, Foley, Harmon, Alford, Rees, Gross, Johansen, Cunningham, Wallhouser)

The only witness before the Committee this date was Roger W. Jones, Chairman, Civil Service Commission. His prepared statement establishes the tone of his position, which is the same as that of previous witnesses before the Committee, with, however, added emphasis on the need for and expectation of drastic overhaul of the entire Government grade and wage structure, to stem from the BLS Study.

Instead of the conventional question period following reading of the prepared statement (as with previous witnesses) Committee members today interrupted the reading for questions as various points were raised or suggested in the statement. The witness himself interpolated at three points to offer as exhibits a history of numerous pay increase proposals (cf page 3) and a table showing distribution of Federal employees by grades (cf; page 23), neither of which is yet available for general distribution, and to give a verbal recapitulation of pay increase legislation since 1945.

Predominantly political overtones (seemingly peripheral insofar as the bill itself is concerned, and of no value in forecasting the probable vote of the respective members) were introduced by Mr. Lesinski and Mr. Johansen. The former sought to make the points that (1) the present Administration has not exercised its influence to rectify the existing discrepancies and inequities; (2) that the Administration is stalling; and (3) that the CSC has lost much of its original authority. Mr. Jones disagreed with the first premise, citing several recommendations for general revision. Concerning the second point, he summarized the scope of the BLS study, indicating his confidence that its soundness of approach will assure base-line data not only worth waiting for but actually essential to satisfactory action. He conceded that the CSC lacks authority in many areas.

Mr. Johansen, in the same connections, endeavored to defend the Administration by questions which permitted Mr. Jones to reiterate his answers to Mr. Lesinski and to extend further the thesis that the Administration has advocated corrections.

Mr. Wallhouser and Mr. Foley both expressed the opinion that any action growing out of the BLS study can come no sooner than a year hence because the final report is not due until December 1960, immediately preceding a new administration's taking office. Mr. Jones said his personal feeling is that action can come very quickly. Stating that he could not agree with the witness, Mr. Foley then led into questioning as to whether the BLS study will not actually constitute job structure

and job content information rather than pay data. Mr. Jones said it would provided material for total revision of the structure. This gave Mr. Foley the opportunity to press the point of view that, pending total revision, a pay adjustment law could correct existing inequities, and that no harm would ensue inasmuch as ultimate total revision would make any other adjustments deemed necessary. Mr. Jones foresaw distress of employee groups if this course were followed.

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NB: To resume testifying on Tuesday 26 April will be Director Maurice Stans of the Bureau of the Budget.

WITNESSES FOR HEARINGS ON PAY LEGISLATION

FRIDAY - April 22

HONORABLE ROGER W. JONES, Chairman, Civil Service Commission

accompanied by --

MR. ROBERT HARE, Chief, Pay Systems Section, Bureau of
Programs and Standards, and

MRS. MARY V. WENZEL, Executive Assistant to the Commissioners